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Faculty Salary Report, 1994

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Introduction

The American Geological Institute has been conducting annual salary surveys of U.S. geoscience-department faculty since 1983. The intent of the original survey was to evaluate the thesis that low salaries were one factor in the migration of geoscience faculty to non-academic employment. However, the many requests from geoscience departments for survey results demonstrated that the data were useful for a variety of other reasons, including internal departmental salary assessments and as a budgeting tool for university and state legislative review. Therefore, AGI has continued this survey as part of its commitment to provide useful and timely information to the geoscience community.

These surveys are supported by a portion of the contributions from AGI's Academic Associates, which are colleges and universities whose departments of geoscience and of geoscience-related disciplines particularly recognize many coincidental interests with AGI.

Survey Description and Methodology

The 1993-94 annual faculty salary report is based on analysis of survey responses to questionnaires sent to 200 U.S. degree-granting geoscience departments. These were selected to represent an equitable sample of geographic location, faculty size, and public and private institutions. There were 145 responses (72.5%), which provided salary data for 1,509 full-time faculty members at the ranks of professor, associate professor, assistant professor, and instructor.

This year, the survey gathered annual monthly salary for faculty in $249 ranges, from $1,600 or less/month to $10,601 or more/month. The midpoint of any particular range was used to calculate the results: e.g., a salary indicated at $3,601 to $3,850 was figured at $3,725.50. The arbitrary value assigned to the lower salary limit ($1,600 or less) is $1,301, that for the upper salary limit ($10,601 and over) is $11,101.

Respondents were asked to indicate if salaries are paid at a 9-month or 12-month rate. Of the 145 survey responses, 114 (78.6%) were at the 9-month rate, and 31 (21.4%) were at the 12-month rate.

The following descriptive statistics are provided for each faculty rank: the mode, or most frequent class interval; the median, which occurs in the middle of the ordered array of salaries, and the mean (average). These statistics are provided for each faculty rank at the 9-month and 12-month pay rates. Data are also provided for female and ethnic-minority faculty, but by salary level only. AGI hopes to correct this error of aggregation in all future surveys.

Survey Results

Faculty Salaries by Rank

Professor (9-month pay rate): Salaries for 697 (56.6% of the 9-month pay-rate sample total) were reported, which ranged from $2,975.50/month to $11,101/month ($10,600 and over). The mode occurs at $5,975.50 (N=59), followed by $5,475.50 and $6,225.50 (both N=50). The median salary is $6,248. The mean salary is $6,535. The standard deviation is $1,571.

Professor (12-month pay rate): Salaries for 167 (60.3% of the 12-month pay-rate sample total) were reported, which ranged from $3,475.50/month to $9,975.50/month. The mode occurs at $5,255 (N=17), followed by $4,725.50 (N=16). The median salary is $5,456. The mean salary is $5,766. The standard deviation is $1,406.

Associate Professor (9-month pay rate): Salaries for 332 associate professors (26.9% of the 9-month pay-rate sample total) were reported, ranging from $2,475.50/month to $5,475.50/month. The mode occurs at $ 4,475 (N=50), followed by $4,975.50 (N=38). The median salary is $4,691, and the mean salary is $4,754. The standard deviation is $870.

Associate Professor (12-month pay rate): Salaries for 62 associate professors (22.4% of the 12-month pay-rate sample total) were reported, ranging from $2,725.50/month to $5,725.50/month. The mode occurs at $3,975.50 (N=13), followed by $3,475.50 (N=8). The median salary is $3,966, and the mean salary is $3,980. The standard deviation is $675.

Assistant Professor (9-month pay rate): Salaries for 190 assistant professors (15.4% of the 9-month pay-rate sample total) were reported, ranging from $1,975.50/month to $7,225.50/month. The mode occurs at $4,225.50 (N=32), followed by $3,725.50 (N=30). The median salary is $4,005, and the mean salary is $4,041. The standard deviation is $738.

Assistant Professor (12-month pay rate): Salaries for 41 assistant professors (14.8% of the 12-month pay-rate sample total) were reported, ranging from $2,475.50/month to $4,475.50/month. The mode occurs at $2,975.50 (N=14), followed by $2,725.50 (N=6). The median salary is $3,091, and the mean salary is $3,268. The standard deviation is $503.

Instructor (9-month pay rate): Salaries for 13 instructors (1.1% of the 9-month pay-rate sample total) were reported, ranging from $1,301 ($1,600 or less) to $4,725.50. The mode occurs at $1,301 (N=4) followed by $3,225.50 (N=3). The median salary is $2,226, and the mean salary is $2,460. The standard deviation is $2,226.

Instructor (12-month pay rate): Salaries for 7 instructors (2.5% of the 12-month pay-rate sample total) were reported, ranging from $1,301/month ($1,600 or less) to $3225.50/month. The mode occurs at two levels - $1,301 and $3,225.50 (both N=2). The median salary is $2,663, and the mean salary is $2,318. The standard deviation is $793.

FEMALE AND ETHNIC-MINORITY FACULTY

Salary data for female and ethnic-minority faculty were gathered by salary levels only.

Females (9-month pay rate): Salaries of 99 females were reported (8.0% of the 9-month pay-rate sample total), ranging from $1,301/month ($1,600 or less) to $9,225.50/month. The mode occurs at $4,725.50 (N=13), followed by $4,225.50 (N=11). The median salary is $4,491, and the mean salary is $4,504. The standard deviation is $1,246.

Females (12-month pay rate): Salaries of 24 females (8.7% of the 12-month pay-rate sample total) were reported, ranging from $2,475.50/month to $7,225.50/month. The mode occurs at $3,725.50 (N=4), followed by $2,975.50 and $4,225.50 (both N=3). The median salary is $3,726, and the mean salary is $3,923. The standard deviation is $1,078.

Ethnic Minorities - Because there were so few ethnic-minority faculty salaries (at both pay rates) reported, no salary data are presented. There were 7 African-American faculty (0.5% of the survey-sample total), 9 Hispanic faculty (0.6% of the survey-sample total), 5 Native American faculty (0.3% of the survey-sample total), and 28 Asian/Pacific Islander faculty (1.9% of the survey-sample total).

Trends in % of population reported:

	% African-American	% Hispanic	% Native American	% Asian/ Pacific Islander
1993-94	0.5%	0.6%	0.3%	1.9%
1992-93	0.6%	1.0%	0.2%	2.8%
1991-92	0.6%	0.4%	0.1%	
1990-91	0.4%	1.3%	0.0%	
1989-90	0.3%	0.6%	0.2%	
1988-89	0.1%	0.5%	0.1%	

Projected Salary Increase: Of the 145 departments responding to the survey, 109 departments (75.2% of the survey responses) projected their anticipated salary increase for the next year (i.e., for the 1994-95 academic year). The projected percentage increase ranged from 0.0% to 8.0%, with 20 departments projecting no salary increase. The mean salary increase projected for 1994-95 is 2.8%.

SUMMARY

	9-Month				12-Month				9-/12-Month		
	N	**Mean**	**SD**	**Median**	**N**	**Mean**	**SD**	**Median**	**N**	**Mean**	**SD**
Professor	697	6535	1571	6248	167	5766	1406	5456	864		
% of Total	56.6				60.3				57.3		
Assoc Prof	332	4754	870	4691	62	3980	675	3966	394		
% of Total	26.9				22.4				26.1		
Asst Prof	190	4041	738	4005	41	3268	503	3091	231		
% of Total	15.4				14.8				15.3		
Instructor	13	2460	1109	2226	7	2318	793	2663	20		
% of Total	1.1				2.5				1.3		
Total	1232				277				1509		
Females	99	4504	1246	4491	24	3923	1078	3726	123		
% of Total	8.0				8.7				8.2		
Eth Min											
Afr Amer	7				0				7		
Hispanic	8				1				9		
Nat Amer	5				0				5		
Asian/Pac I	24				4				28		
Total Eth Min	44				5				49		
% of Total	3.6				1.8				3.7		
% Increase	86	2.8	1.8		23	3.1	1.5		109	2.8	1.8
@ 0%	17				3				20		

KEY

N ..... Number
Mean ..... Average
SD ..... Standard Deviation
Median ... Middle of Ordered Array of Salaries

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FACULTY SALARY SURVEY 1993

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The 1992-93 annual faculty salary survey was mailed to 200 U.S. departments of geoscience, which were selected as representative of geographic location, faculty size, and public and private institutions.

There were 156 responses (78.0%), which provided salary data for 1,820 faculty members at the ranks of professor, associate professor, assistant professor, and instructor.

This year, the survey requested annual **monthly** salary for faculty in $249 ranges, from $ 1,600 or less/month to >$ 10,601 or more/month (sample survey form attached). The midpoint of any particular range was used to calculate the results: e.g., a salary indicated at $ 3,601-$ 3,850 was figured at $ 3,725.50. The arbitrary value assigned to the lower salary limit ($ 1,600 or less) is $ 1,301; that for the upper salary limit ($ 10,601 and over) is $ 11,101.

Respondents were asked to indicate if salaries are paid at a 9-month or 12-month rate. Of the 155 survey responses, 126 (81.3%) were at the 9-month rate, and 29 (18.7%) were at the 12-month rate.

It should be noted that there are difficulties in the data, due mostly to flaws in the survey questionnaire. For example, it is likely that some of the faculty (at any rank) may be part-time, or non tenure-track, or employed in some similar "special" circumstance. The effect of such exceptions would be an increase in every reported salary statistic, since data would be removed from the lower end of the salary scales. Rather than arbitrarily remove those data, this report presents "raw" results as originally submitted.

Below are brief descriptive statistics for each faculty rank at the 9-month and 12-month pay rates. Data are also shown for females and ethnic minorities.

Professor (9-month pay rate) - Salaries for 811 professors (54.5% of the 9-month pay rate sample total) were reported, which ranged from $ 2,725.5/month to $ 11,101/month ($ 10,601 and over). The mode, or most frequent class interval, occurs at $ 5,475.50 (N=65), followed by $ 6,475.50 (N=59). The median salary, which occurs in the middle of the ordered array of salaries, is $ 6,441.70. The mean (average) salary is $ 6,621.90. Because the range of salaries is so great, the standard deviation ($ 1,579.50) is considerably larger for professors than for the other three ranks.

Professor (12-month pay rate) - Salaries for 175 professors (52.6% of the 12-month pay rate sample total) were reported, which ranged from $ 3,475.5/month to $ 11,101/month ($ 10,601 and over). The mode, or most frequent class interval, occurs at $ 4,975.50 (N=18), followed by $ 4,725.5 (N=13). The median salary, which occurs in the middle of the ordered array of salaries, is $ 5,902.90. The mean (average) salary is $ 6,116.90. Because the range of salaries is so great, the standard deviation ($ 1,509.4) is considerably larger for professors than for the other three ranks.

Associate Professor (9-month pay rate) - Salaries for 408 associate professors (27.4% of the 9-month pay rate sample total) were reported, ranging from $ 1,301/month to $ 7,225.5/month. The mode occurs at $ 4,725.5 (N=51), followed by $ 4,475.5 (N=50). The median salary is $ 4,698.60, and the mean salary is $ 4,708.50. The standard deviation is $ 901.30.

Associate Professor (12-month pay rate) - Salaries for 92 associate professors (27.6% of the 12-month pay rate sample total) were reported, ranging from $ 2,725.50/month to $ 7,225.5/month. The mode occurs at $ 4,975.5 (N=13), followed by $ 3,975.5 (N=11)). The median salary is $ 4,267.00, and the mean salary is $ 4,355.90. The standard deviation is $ 892.20.

Assistant Professor (9-month pay rate) - Salaries for 231 assistant professors (15.5% of the 9-month pay rate sample total) were reported, ranging from $ 2,225.5 to $ 5,975.5. The mode occurs at $ 3,725.50 (N=40), followed by $ 3,975.5 (N=39). The median salary is $ 3,975.50, and the mean salary is $ 4,004.70. The standard deviation is $ 611.90.

Assistant Professor (12-month pay rate) - Salaries for 61 assistant professors (18.3% of the 12-month pay rate sample total) were reported, ranging from $ 2,475.50 to $ 5,725.50. The mode occurs at $ 3,725.50 (N=11), followed by $ 3,225.5 (N=10). The median salary is $ 3,523.30, and the mean salary is $ 3,614.80. The standard deviation is $ 784.60.

Instructor (9-month pay rate) - Salaries for 37 instructors (2.5% of the 9-month pay rate sample total) were reported, ranging from $ 1,301 ($ 1,600 or less) to $ 4,725.5. The mode occurs at $ 1,301 (N=12), followed by $ 2,225.5 (N=6). The median salary is $ 2,204.50 and the mean salary is $ 2,223.00. The standard deviation is $ 860.10.

Instructor (12-month pay rate) - Salaries for 5 instructors (1.5% of the 12-month pay rate sample total) were reported, ranging from $ 1,301 (1,600 or less) to $ 2,975.50. There is no mode for this group, as all five salaries are unique. The median salary is $ 2,475.50 and the mean salary is $ 2,290.60. The standard deviation is $ 665.40.

Females (9-month pay rate) - Salaries of 146 females (9.8% of the 9-month pay rate sample total) were reported, ranging from $ 1,301/month to $ 11,101/month. The mode occurs at two levels: $ 3,725.50 and $ 4,475.50 (N=16), followed by $ 4,225.50 (N=15). The median salary is $ 4,283.60, and the mean salary is $ 4,410.5. The standard deviation is $ 1,549.40.

Females (12-month pay rate) - Salaries of 30 females (9.0% of the 12-month pay rate sample total) were reported, ranging from $ 1,975.50/month to $ 7,475.50/month. The mode occurs at $ 3,225.50 (N=5), followed by $ 4,225.50 (N=4). The median salary is $ 3,600.50, and the mean salary is $ 3,975.50. The standard deviation is $ 1,326.10.

Minorities - Because there were so few ethnic-minority faculty reported, no salary data are presented. There were 10 African-American faculty (0.6% of the sample total), 19 Hispanic faculty (1.0% of the sample total), 4 Native American faculty (0.2% of the sample total), and 51 Asian/Pacific Islander faculty (2.8% of the sample total) reported.

Trends in % of population reported:

	% Blacks	% Hispanics	% Native Americans	% Asian/ Pacific Islander
1992-93	0.6%	1.0%	0.2%	2.8%
1991-92	0.6%	0.4%	0.1%	
1990-91	0.4%	1.3%	0.0%	
1989-90	0.3%	0.6%	0.2%	
1988-89	0.1%	0.5%	0.1%	

Projected Salary Increases - Of the 156 departments responding to the survey, 125 departments (80.1% of survey responses) projected their anticipated salary increases for the next year (i.e., for the 1993-94 year). The projected percentage increases ranged from 0.0% to 7.0%, with 26 departments projecting no salary increases. The mean salary increase projected for 1993-94 is 2.5%.